
Learning Session 3: Implementing Strategies to Retain your Staff

May 16, 2023

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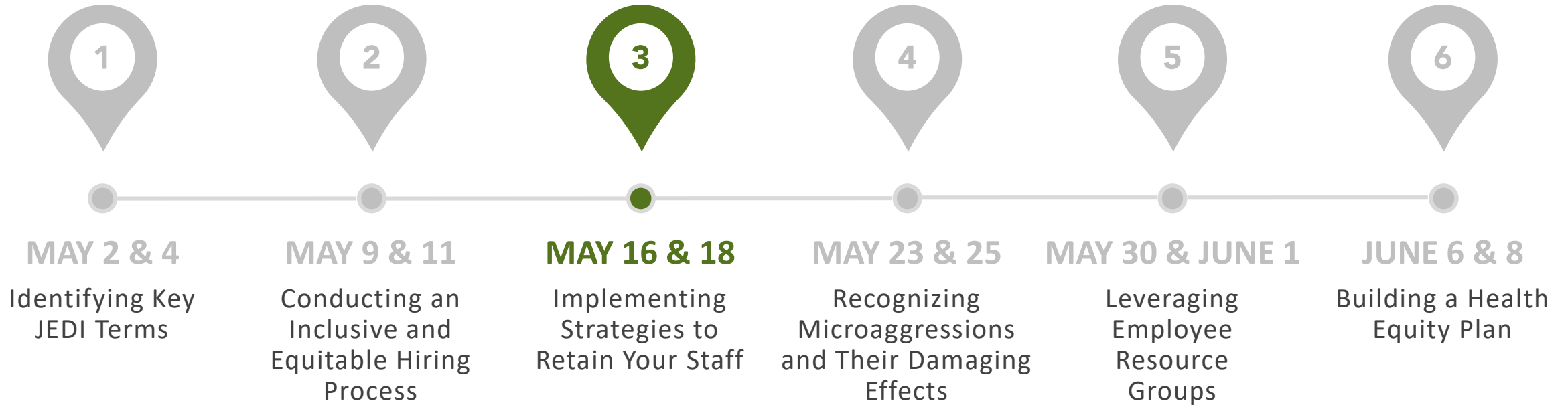
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About this Collaborative: Schedule



About this Session: Learning Objectives

At the conclusion of this session, you will be able to...

- 1 Discuss retention strategies at your organization that make a positive impact on you and your colleagues
- 2 Propose strategies or improvements to increase employee retention within your organization

Session Agenda

3:00 - 3:10	Opening remarks and discussion
3:10 - 3:15	Welcome (content overview and discussion)
3:15 – 3:25	Celebration (content overview and discussion)
3:25 – 3:40	Connection (content overview and discussion)
3:40 – 3:55	Accountability (content overview and discussion)
3:55 - 4:00	Q & A and Next Steps

Opening Discussion: Unmute or share in the chat



What does retention mean to you?



WELCOME

ACCOUNTABILITY

CELEBRATION

CONNECTION



WELCOME

ACCOUNTABILITY

CELEBRATION

CONNECTION

Welcome: New Employee Orientation

BACKGROUND

- Over the course of two days, CHC employees learn about company policies and procedures and meet leadership members, one of them being the CDO in a session dedicated to JEDI

PURPOSE

Encourage employees to...

- Show up as their authentic selves
- Share their pronouns
- Get involved in the JEDI office offerings
- Visit the JEDI webpage

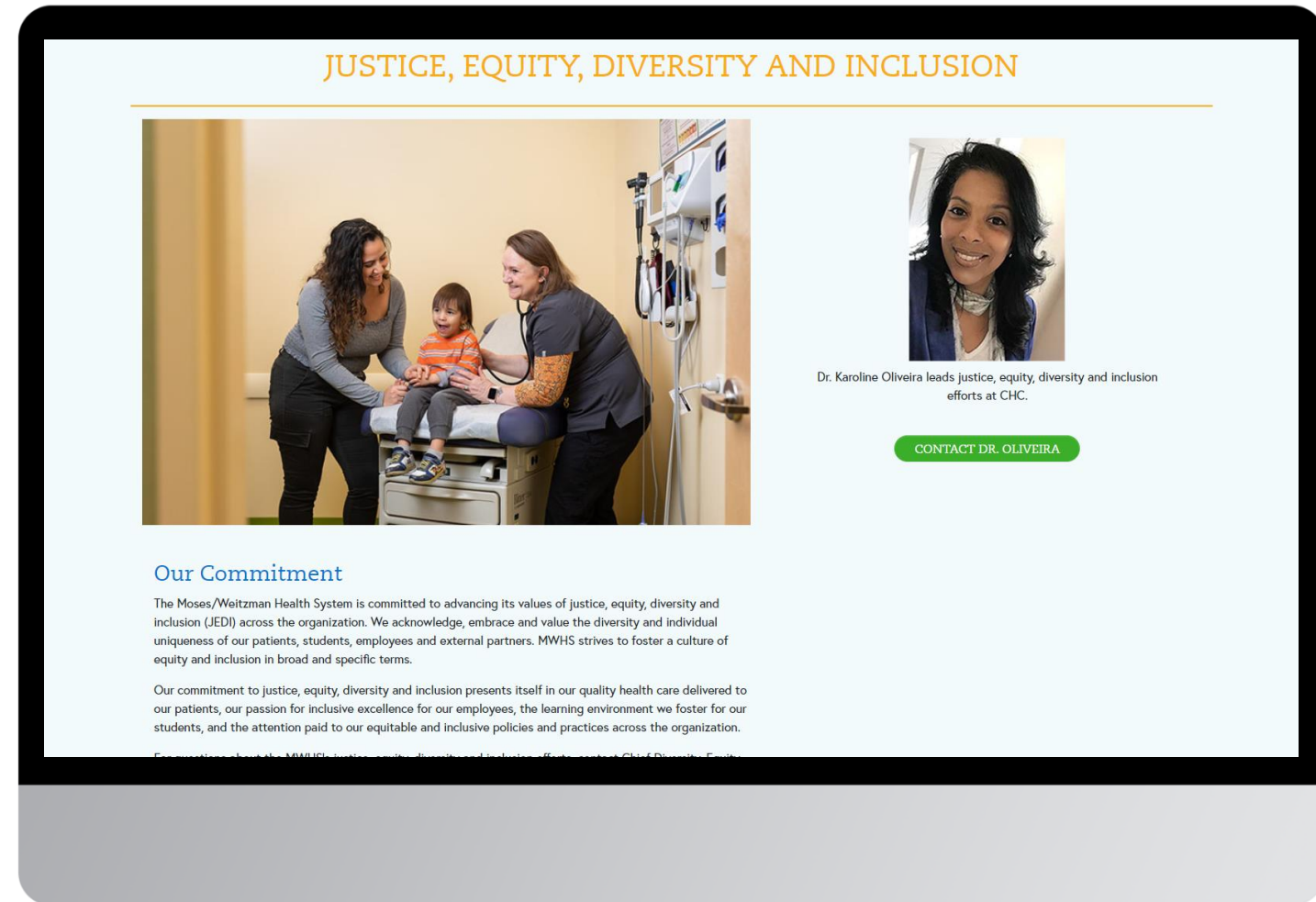
And most importantly, welcome all employees to the community

Welcome: New Employee Orientation

JEDI WEBPAGE

Purpose of webpage:

- Contact information
- Hub for all office communication
- News about office initiatives





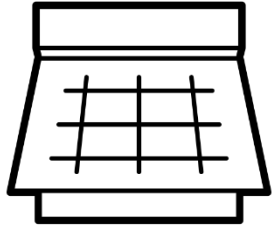
WELCOME

ACCOUNTABILITY

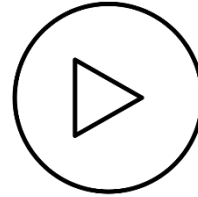
CELEBRATION

CONNECTION

Celebration



Diversity Calendar



Recognition Videos



Email Blasts



June 2022 Diversity Calendar

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

LGBT Pride Month & Caribbean-American Heritage Month

**June 4th - World Day of Child Victims of
Aggression**

June 5th - World Environment Day

June 5th - Pentecost (Christian)

June 12th - Loving Day

June 12th - Race Unity Day (Baha'i)

June 14th - Flag Day

June 19th - Juneteenth

June 19th - Father's Day

June 20th - World Refugee Day

**June 21st - Anne Frank and Samantha Smith
Day**

June 23rd - Public Service Day

**June 26th - World Day Against Drug Abuse
and Trafficking**

**June 26th - Anniversary of Legalization of
Same-Sex Marriage in the U.S.**

Calendario de Diversidad Junio 2022

D	L	M	M	J	V	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Mes del orgullo LGBT y del patrimonio caribeño-americano

- 4 de Junio - Día Mundial de los Niños Víctimas de Agresiones**
- 5 de Junio - Día Mundial del Medio Ambiente**
- 5 de Junio - Pentecostés (cristiano)**
- 12 de Junio - Día del amor**
- 12 de Junio - Día de la Unidad Racial (Baha'i)**
- 14 de Junio - Día de la Bandera**
- 19 de Junio - Juneteenth**
- 19 de Junio - Día del Padre**
- 20 de Junio - Día Mundial del Refugiado**
- 21 de Junio - Día de Ana Frank y Samantha Smith**
- 21 de Junio - Solsticio de verano**
- 23 de Junio - Día del Servicio Público**
- 26 de Junio - Día Mundial contra el Abuso y el Tráfico de Drogas**
- 26 de Junio - Aniversario de la legalización del matrimonio entre personas del mismo sexo en el Estados Unidos**

Community Health Center, Inc.

Celebrating PRIDE!

The [Office of Justice, Equity, Diversity and Inclusion](#) invites you to recognize the month of June as Pride Month for the LGBTQ+ community

Here are some facts you should know about Pride Month:

1. The month-long recognition honors the Stonewall Uprising of 1969
2. Activists consider Pride as a protest, not solely a celebration
3. Stonewall riots were protests that lasted 6 days in Manhattan, NY
4. This uprising helped launch the gay rights movement
5. Transgender activist Marsha P. Johnson was a prominent leader of the Stonewall Riots
6. The first Pride march was held on June 28, 1970, the first anniversary of Stonewall
7. Pride became recognized nationally 10 years after Stonewall with the National March on Washington for Lesbian and Gay Rights on October 13, 1979.
8. Every June, Pride marches are held around the globe
9. This year's Pride march in NYC will mark the 53rd anniversary of Stonewall. If you would like to participate, the march will begin at noon at 25th Street and 5th Avenue.

If you are unable to make the celebration in NYC, not to worry, there are celebrations happening in your area! Below are a few websites to find events where CHC has offices. If you do not live in any of these areas, you can find local events by searching for "Pride Celebrations in (insert your city or state)"



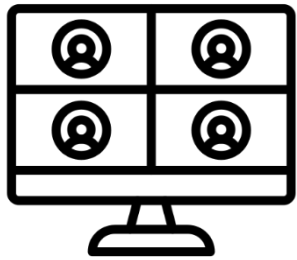
WELCOME

ACCOUNTABILITY

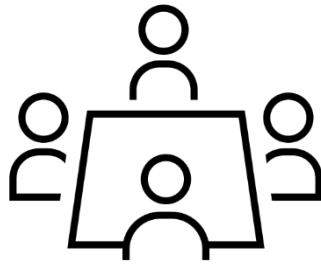
CELEBRATION

CONNECTION

Connection



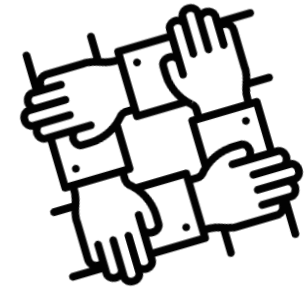
Monthly Town Halls



JEDI Advisory Council



Community Conversations



Employee Resource Groups

More to come November 8!



Connection: Monthly Town Halls

BACKGROUND

- Each month, CHC leadership provides updates and time for employees to ask questions via a Zoom webinar format

PURPOSE

Provides leadership the opportunity to...

- Keep employees up to date on important information
- Share and celebrate organizational achievements
- Receive feedback and answer questions from employees

Connection: JEDI Advisory Council

BACKGROUND

- Taskforce comprised of a diverse representation of employees from across the organization that meets on a regular basis

PURPOSE

- Presents, reviews, and promotes policies and practices in support of JEDI excellence across the organization

Connection: Community Conversations

BACKGROUND

- Occur internally and/or with the community to discuss current event topics related to health equity and social justice
- May include of a panel of experts presenting information or informal discussion

PURPOSE

- Acknowledge current events happening in the world so employees and community members feel supported
- Opportunity for employees and community members to hear valuable information from subject matter experts



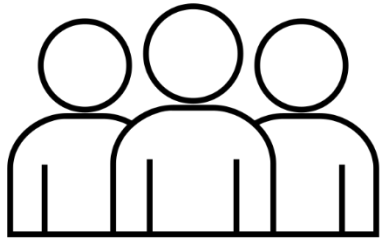
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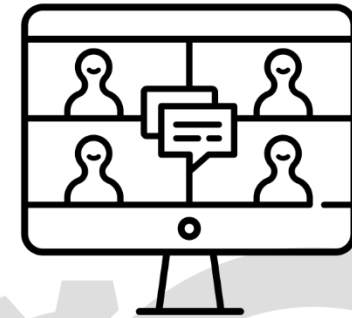
Accountability



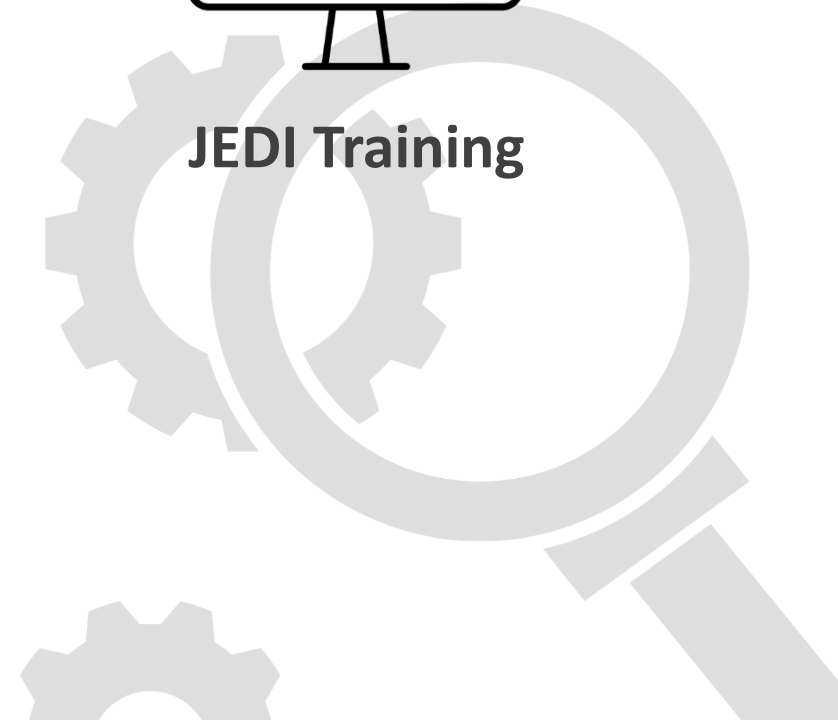
**Bias Incident
Response Team**



Regular Equity Audits



JEDI Training



Accountability: Bias Incident Response Team (BIRT)

BACKGROUND

- The team consists of employees who respond to bias-related incidents involving employees, patients, and external partners. This team is not affiliated with Human Resources. All incidents are reported through a bias incident report form.

PURPOSE

- Provides support to affected individuals by creating a space to share their experiences
- Does not have any disciplinary authority, but makes recommendations to leadership
- Monitors frequency of incidents and maintains relevant data

Accountability: Regular Equity Audits

BACKGROUND

- JEDI Office collaborates with leaders from across the organization to conduct audits of programs, policies, and procedures on a quarterly, biannual, or annual timeline

PURPOSE

- Examine programs, policies, and procedures for inconsistencies and opportunities for improvement

EXAMPLE

- JEDI Office collaborates with Human Resources every Fall to examine compensation across job bands and ensure equity based on various factors

Accountability: JEDI Training

BACKGROUND

- Semiannual training hosted by the JEDI Office offered first to leadership and then to their departments
- Topics have included transgender awareness and microaggressions

PURPOSE

- Gives our employees the tools and resources to support the organization's goals for justice, equity, diversity, and inclusion

Poll: What is an area of strength for your organization in regards to employee retention?

- Welcome
- Celebration
- Connection
- Accountability

Poll: What is an area of opportunity for your organization in regards to employee retention?

- Welcome
- Celebration
- Connection
- Accountability

Poll: During our next coaching session, what strategies would you like to explore more?

- New Employee Orientation
- JEDI webpage
- Diversity calendar
- Recognition videos
- Town Halls
- Advisory Council
- Community Conversations
- Bias Incident Response Team (BIRT)
- Regular Equity Audits

Next Steps

- 1 **Be ready to discuss on Thursday:** What strategies does your organization have in place that positively impacts employee retention?
- 2 Attend May 18th Coaching Session at 3PM EST

Questions?